

# Guidance for Birmingham Business Charter for Social Responsibility

## Principles & Commitments

6 Key Principles	Outcomes	Outputs
<b>Local Employment</b>	<p>Increased number of employment and training opportunities for local people, improving the employment opportunities for local people through training, apprenticeships and offering employment to the local workforce.</p> <p>Birmingham City Council's Employment Access Team will provide support and examples of effective Targeted Recruitment and Training (TRT) initiatives, including apprenticeships, to help inform your organisations jobs and skills policy.</p>	<p>How many new jobs (Full Time Equivalent) will you create?            How many Apprentices will you support?            How many Intern placements will you create?            How many work placement hours will you provide?            How many hours of voluntary work hours will you provide?            How many people will you support back to work with Coaching, mentoring, CV writing, mock interviews etc...?            How many people will you support into employment who face challenges, e.g. ex-offenders, disabled, etc...?            How many opportunities will you advertise with Birmingham City Council's Employment Access Team:  <a href="mailto:eateam@birmingham.gov.uk">eateam@birmingham.gov.uk</a>            What % of your staff live within 10 miles of where the service is being delivered?            What % of your staff live within 30 miles of where the service is being delivered?            Any Other Measure ...</p>
<b>Buy Birmingham First</b>	<p>Support the local economy by choosing suppliers close to the point of service delivery where possible, building the local economy by supporting local businesses and building your supply chain locally. In particular, by opening up your procurement opportunities to the local market and advertising them on Birmingham City Council's supply portal:  <a href="http://www.finditinbirmingham.com">www.finditinbirmingham.com</a></p>	<p>What % of your spend will be with suppliers within 30 miles of the point of service delivery            How many procurement opportunities will you advertise on Finditinbirmingham over the next 12 months, via:  <a href="http://www.finditinbirmingham.com">www.finditinbirmingham.com</a>            What % of your suppliers will be registered on Finditinbirmingham?            What % of your total spend will you post on Finditinbirmingham?            What % of your total spend will be with SMEs (Less than 250 employees)            What % of your total spend will be with the 3rd sector (Social Enterprises, Charities, etc.)            Any Other Measure ...</p>
<b>Partners in Communities</b>	<p>Help to develop local communities - you will need to evidence how your organisation will provide both practical and financial support to the local community.</p>	<p>Paid voluntary time given for staff to do community work (hours, days, number of staff, etc).            How many schools will you support through, becoming a governor, reading, mentoring, Career advice, CV writing, etc.  <a href="mailto:Edsi.enquiries@birmingham.gov.uk">Edsi.enquiries@birmingham.gov.uk</a>            Hours of paid voluntary time given by Staff            What is the value of donations raised / given to Charities?            What is the value of spend with Social Enterprises?            Number of disadvantage individuals supported            Number of community organisations supported            Number of community projects supported            Any Other Measure ...</p>

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<b>Good Employer</b>	<p>Staff are developed and paid the Living Wage, evidence how your organisation will support staff development and welfare.                      Note: Paying the Living Wage to employees servicing BCC contracts is compulsory.</p>	<p>Commitment to pay the Living Wage to staff servicing BCC contracts (except apprentices &amp; trainees). <a href="http://www.livingwage.org.uk">www.livingwage.org.uk</a>                      How much do you spend on training per employee                      Are flexible working hours provided?                      Do you have Investors In People accreditation (Gold/Silver/Bronze) or any other accreditation                      Are you accredited to the Positive about Disabled tick?                      Do you have a Whistle Blowing Policy in place                      Staff turnover improvement target %                      Staff sickness absence improvement target %                      Do you record and report on employee diversity recorded                      Any Other Measure ...</p>
<b>Green And Sustainable</b>	<p>You will need to evidence how your organisation will protect the environment, minimise waste and energy consumption and use other resources efficiently.</p>	<p>CO2 reduction target in % or in tonnes                      Waste reduction target in %                      Waste to Landfill reduction %                      Electricity reduction %                      Gas reduction %                      % of renewable energy used                      Water consumption reduction %                      Number of individuals in Fuel poverty assisted with energy efficiency measures                      Environmental Management System (e.g. ISO14001) (Introduced or maintained)                      Implement a Carbon Management / Environmental Policy to reduce impact of CO2.  <a href="http://sd.defra.gov.uk/advice">http://sd.defra.gov.uk/advice</a>                      Any Other Measure ...</p>
<b>Ethical Procurement</b>	<p>The highest ethical standards employed in all operations and within the supply chain.</p>	<p>% of suppliers paid no later than the terms of the primary contract. <a href="http://www.promptpaymentcode.org.uk/">www.promptpaymentcode.org.uk/</a>                      % of invoices paid within 30 days                      % of spend on ethically sourced standards (e.g. fairtrade)                      % of suppliers audited on ethical practices                      Ethical Procurement policy (Introduced or maintained)                      Ethical Procurement Policy communicated to % of suppliers annually                      Any Other Measure ...</p>